Strategic Plan 2018 - 2022

AUSTRALIAN INTERNATIONAL ISLAMIC COLLEGE

The Australian International Islamic College (AIIC) opened in 2002 at the Buranda Campus with 20 students enrolled in year 1, 2 and 3. In the second year of operation the enrolments increased to 60 in pre-school to year 5 offerings.

In response to the high growth of enrolments, a new campus was established in 2005 at Durack. The Durack Campus is built on 30 acres of land which has allowed us to build classroom buildings well away from the hustle and bustle of roads.

In 2010 AIIC established its third campus on a 10 acre site in Chisholm Road, Carrara with 15 students. The last sixteen (16) years has seen remarkable progress towards achieving the vision of providing quality education in a caring Islamic environment. Our current enrolment in 2018 in all three campuses is 693.

AIIC operates on the Islamic principle of cooperation with the broader Community including state, private schools and community organisations. AIIC is always looking for ways and means to improve our education delivery. AIIC governing Board has given a commitment to provide the educational facilities, materials and resources to ensure the best possible implementation of the Australian National Curriculum for each and every student. The governing Board is very supportive of teacher professional development on an ongoing 'needs' basis.

Our students have demonstrated success through academic achievements as well as through extra-curricular activities. We are proud of the level of participation of our students beyond the classroom. These activities include Open Day, Enrolment Day, Student Of The Month Presentation, Monthly Award Assemblies, Sports Day, Haj Incursion, Clean Up Australia Day, Harmony Day, Fire Safety Program, Anzac Day, Under Eight's Week, Quran Competition, Interschool Debate Competitions, ICAS Competitions, Science Competitions, College Fete, Eid Down Under, Swimming, Tree Planting, School performance Tours and Drama Day.

AIIC takes pride in accepting the challenge of educating new arrivals, recent immigrants and refugee children with ESL background. At present AIIC has enrolled students who were born in 35 countries which becomes so much fun on spectacular multi-cultural food festival celebrations and on various social functions when our students wear their traditional costumes and provide tasty colourful feast of food from their country of origin.

Having 75% students with ESL needs brings new challenges in terms of organising ESL programs making interpreters available to communicate with parents and assisting new arrival families in the settlement process. It also brings the best out of all of us in caring and providing support to newly arrived immigrants in our beautiful Country.

The majority of students come from families with limited resources to pay college fees, bus fees and other fee and charges. Hence AIIC depends on the generosity of the Muslim Charitable Organisations (Human Appeal International, Muslim Charitable Foundation and National Zakat Foundation), school community and support of the Federal and State government funding.

OUR VISION

To be the standard bearer of holistic universal Islamic Education in Australia.

OUR MISSION

Our Mission is "Unwavering commitment to deliver excellence in education and develop students of good character and benefit to the wider Australian Communities and Nations."

OUR CORE VALUES

1.   LEARNING

Provide a conducive and enriching environment for students to become conscience of the Almighty and to reach their full potential.

2.   CREATIVITY

Develop high levels of creativity through the usage of innovative and interactive teaching methods. (Encompassing all disciplines of academics).

3.   SELF – CONFIDENCE

Develop self-confidence and assurance in students through closer teacher-student relationships and participation in extra-curricular activities organised internally and externally.

4.   RESPECT

Install respect for parents, teachers, elders, surroundings and environment as well as to differences in opinions and cultures.

5.   INTEGRITY

Create a culture of mutual trust, honesty, transparency, forthrightness and ethical behaviour in all aspects of life.

6.   SCHOOL SERVICE

Provide quality Australian education in a caring environment.

OUR GOALS

1. *Excellence in academic and extra-curricular activities*

2. *Effective corporate governance*

3. *Provision of state of the art infrastructure*

4. *Dedicated and high calibre human capital of teachers, management and support staff*

5. *Visibility in community affairs and activities*

6. *Culture of visible Islamic ethos and values*

STRATEGIC PRIORITIES

The Australian International Islamic College Vision and Mission will be achieved by implementing the following Strategic Priorities in **five key performance areas**:

Student Spiritual Relations- To create a quality integrated Islamic caring and learning environment. We believe that students learn best when students recognise Allah (SWT) as the source of all wisdom and knowledge, the focus of all learning and guidance for human behaviour.

Curriculum Development, Teaching Practice and Student Learning – To provide a quality integrated curriculum delivered by well qualified dedicated teachers and to ensure that the College has an effective planning, assessment and reporting process. Students learn best when the College provides a curriculum:

* Based on guidelines provided by the
Australian Curriculum & Reporting Authority (ACARA),
Queensland Curriculum and Assessment Authority (QCAA)
and ATAR (Australian Tertiary Admission Requirement)
* Which addresses student learning needs and is challenging and achievable
* Delivered by qualified and dedicated professional teachers.

Pastoral Care within the College Community- To create a caring, supportive nurturing environment. We believe that students learn best when they feel valued as individuals and are able to learn in a safe and secure nurturing learning environment.

Partnership with Parents and the wider community- We believe that students learn best when all the people and resources in their environment are working together to enhance their growth and development.

Facilities, Resources, Organisation and Management- To ensure the development and maintenance of College facilities through professional strategic management.

KEY PERFORMANCE AREAS

STUDENT SPIRITUAL RELATIONS

TO CREATE A QUALITY INTEGRATED ISLAMIC CARING AND LEARNING ENVIRONMENT

Broad Strategic Priorities

- Assist parents in providing for their children an educational environment with strong moral and ethical values that reflects Islamic/Australian values and principles; in particular, adherence to the "Daylight" Policy.
- Provide instruction and guidance through the study of the Quran and at prayer time.
- Provide students with opportunities to share their faith in practical ways in the local community.

Specific Priorities   By 2022 AIIC will:

- Develop clear College policies and programs that provide for the development, implementation and regular evaluation of the College ethos, values and principles.
- Give students opportunities to share their understanding and knowledge of the Quran during public functions, Quran Competitions and Open Days.
- Give students opportunities to visit community organisations and participate in community functions and activities

CURRICULUM DEVELOPMENT, TEACHING PRACTICE AND STUDENT LEARNING

TO PROVIDE A QUALITY INTEGRATED CURRICULUM DELIVERED BY WELL-QUALIFIED DEDICATED TEACHERS TO ENSURE THAT THE COLLEGE HAS AN EFFECTIVE PLANNING, ASSESSMENT AND REPORTING PROCESS.

Broad Strategic Priorities

- Systematically implement the Australian National Curriculum based on ACARA, QCAA guidelines.
- Provide quality teaching and learning methods and maximise learning outcomes for Australian International Islamic College students from Prep to Year 12.
- Provide options for Year 10-12 for selection of academic and non-academic vocational subjects.
- Produce well educated students who strive to achieve to their potential across Australian Curriculum areas.
- Provide Guidance and Career Counselling, General Counselling, ESL and Special Needs services and extra-curricular activities for students.
- Regularly monitor student performance through Diagnostic and External (NAPLAN, ICAS) tests.
- Provide teachers with opportunities to attend individual professional development programs each year.

- Introduce new technology in all classrooms (smart boards, computers, laptops, audio visual equipment robotics, drones, virtual reality and artificial intelligence equipment.).
- Equip students from prep to year 12 with laptops to support their study programs.
- Equip all teachers with laptops to enhance their teaching methods.
- Provide all staff (teachers and non-teaching) regular professional development in new technology introduced in AIIC.
- Introduce Art, Film Television and New Media subjects for senior students.

Specific Priorities   By 2022 AIIC will:

Improve Teaching and Learning Methods, adapt new Senior Curriculum, Assessment and maximise outcomes.

- Maintain the standard of assessment tools for early years to year 10.
- Strengthen the provision and use of data to improve student learning.
- Ensure that senior secondary qualifications meet the requirements for further education.
- Attract International students for the benefit of AIIC and Queensland.

Enhance the capability of education professionals.

- Strengthen the implementation of the early year's curriculum through targeted professional development.
- Monitor and evaluate the implementation of the Prep to year 10 Australian Curriculum.
- Increase professional learning available to teachers.
- Encourage staff to share their best practices and to form networks with other colleges.

Implement Science, Technology, Engineering and Mathematics (STEM) curriculum from prep to Year 10.

- Strengthen the implementation of the early year's curriculum through STEM professional learning and use of resources.
- Compliment STEM with coding counts which focuses on coding and robotics.
- Monitor and evaluate the implementation of STEM curriculum from the Prep to year 10.
- Increase professional learning to Heads of department, Coordinators and Teachers to transform STEM learning.
- Increase student participation and develop a strong foundation in STEM.
- AIIC will use their coding, robotics, virtual reality, artificial intelligence and entrepreneurial programs to provide opportunities for students to create innovative digital solutions and to connect with industry expertise.

PASTORAL CARE WITHIN THE COLLEGE

TO CREATE A CARING, SUPPORTIVE, NURTURING LEARNING ENVIRONMENT.

Broad Strategic Priorities

- College Chaplain/ Well Being Officer and Imams will provide families with pastoral care so they feel appreciated and valued.
- College Student Council engaged in student welfare concerns.
- Teachers implement college rules consistently and fairly.
- Appoint a College Nurse.

Specific Priorities   By 2022 AIIC will:

- Where possible act to assist students and their families with encouragement; and, where appropriate, assistance.
- Have regular reports of Student Council deliberations to staff and College Board.
- Have regular parent-teacher meetings with classroom teachers and school administration to discuss issues of concern.
- Engage with QPASTT (Queensland Program of Assistance to Survivors of Torture and Trauma) for student support.

PARTNERSHIP WITH PARENTS AND KEY STAKEHOLDERS

TO WORK IN PARTNERSHIP WITH THE PARENTS, LOCAL BUSINESSES AND KEY STAKEHOLDERS IN ACHIEVING OUR COLLEGE GOALS.

Broad Strategic Priorities

- Promote healthy living and respect for self and others.
- Establish an effective P & C Association that is representative of the College community and encourage volunteer parent/college participation.
- Maintain positive relationships with local mosques through students, parents and staff who attend including provision of regular information about the College.
- Work in co-operation with other schools and colleges by participating in joint projects.
- Participate in community events (e.g. Muslim Expo, Harmony Day, Eid Day celebrations) and networks (e.g. Islamic Women's Association, Muslim Business Network and Elders of the Community).

Specific Priorities   By 2022 AIIC will:

- Have an active P & C Association that serves the College community through positive ideas, canteen and College functions.
- Have more regular attendance at local community events to promote the College.
- Establish closer links with other local schools in Brisbane.
- Actively participate in community events and networks.

FACILITIES, RESOURCES, ORGANISATION AND MANAGEMENT

TO ENSURE THE DEVELOPMENT AND MAINTENANCE OF COLLEGE FACILITIES THROUGH PROFESSIONAL STRATEGIC MANAGEMENT.

Broad Strategic Priorities

- Develop College facilities as outlined in the College Master Plan in conjunction with Block Grant Authority advice, including quality sporting facilities.
- Develop a College Resource Index to ensure appropriate level of resourcing for each year level.
- Regularly upgrade College technology and other resources.
- Review and develop all College policies and procedures required to maintain accreditation with the Non-State Schools Accreditation Board.
- Implement an effective Marketing Plan that includes a redesign of the College Website.
- Develop a procedural document for enrolling (CRICOS) Overseas Students (Immigration, Enrolment, Academic Fees, Accommodation Fees and Facilities).
- Ensure successful Human Resource Management in readiness for the next Enterprise Agreement due at the end of 2018.
- Maintain Financial Viability through adherence to State and Commonwealth legislation and advice from the Independent Schools of Queensland.
- Develop Annual Operational Plans related to the Strategic Plan 2018 - 2022

Specific Priorities   By 2022 AIIC will:

- Construction of Stage one of STEM building to commence in September 2018 for occupation in January 2019. Stage two construction to begin late 2019 to complete the STEM building.
- Construct sports facilities (outdoor sports oval, basketball and netball courts and indoor sports facilities in the hall) in all campuses for greater student participation.
- Review all Working Policies and Procedures annually.
- Demonstrate continued growth of the College through effective marketing.
- A new Enterprise Agreement to be in place from January 2019 incorporating successful Human Resource Management practices and improved pay and work conditions.
- Revisit the current Financial Plan for AIIC to maintain financial viability.
- Appoint a committee to implement an aggressive Marketing plan, develop an attractive and interactive College website.
- Appoint a committee to plan and promote the college internationally and attract enrolment of overseas students (CRICOS).
- Ensure all continuing students are enrolled by the end of November for the following year.
- Establish an active Alumni which can assist in marketing the College and raising funds for the college.
- Offer Year Eleven in 2019 and Year 12 in 2020 at the Carrara Campus.
- Strive to successfully achieve the Strategic Priorities of the AIIC Strategic Plan 2018 - 2022.